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1998 AVERAGE ANNUAL PAY FOR WORKERS IN THE DALLAS/KANSAS CITY REGION BY STATE AND INDUSTRY

The average annual pay of all workers covered by state and federal unemployment insurance (UI) programs in the Dallas/Kansas City Region¹ ranged from \$22,644 in Montana to \$32,246 in Colorado in 1998, according to preliminary data released by the U.S. Department of Labor's Bureau of Labor Statistics. Bob Gaddie, Regional Commissioner for the Bureau's Dallas/Kansas City Offices, noted that annual pay in each of the states in the region, with the exception of Colorado, was below the national average of \$31,908. (See tables 1-4.)

Annual pay data are compiled from reports submitted by employers under UI programs covering 124.2 million full- and part-time workers nationwide. Major exclusions from UI coverage include most agricultural workers, the self-employed, and most employees of railroads. Average annual pay is equivalent to the total yearly payroll of employees covered under UI programs divided by the average number of employees on the payroll each month. Pay differences among states reflect the varying local composition of employment by occupation, industry, and hours of work, as well as other factors. Similarly, over-the-year pay changes may reflect shifts in these characteristics, as well as changes in the level of average pay. (See Technical Note.)

States

At \$32,246, Colorado had the highest pay level in the Dallas/Kansas City Region in 1998 and the 12th-highest in the nation. (See tables 2 and 5.) Average annual pay in Colorado was 7.3 percent above the 1997 figure, the second largest percentage increase in the nation, behind Washington's gain of 7.5 percent. Texas had the second highest pay in the region at \$31,512, a 6.1 percent increase. Colorado and Texas were the only states in the Region that had over-the-year percentage gains exceeding the national average of 5.1 percent. (See table 6.)

¹ The Dallas/Kansas City Region is made up of Arkansas, Colorado, Kansas, Louisiana, Missouri, Montana, New Mexico, Oklahoma, Texas, Utah, and Wyoming.

Nationally, for the twelfth consecutive year, the District of Columbia had the highest annual pay level in 1998, at \$48,727. Among the 50 states, Connecticut had the highest pay level (\$40,915), followed by New York (\$40,678), and Massachusetts (\$37,787). The 1998 pay levels of these four jurisdictions ranged from 18 to 53 percent higher than the U.S. average of \$31,908. At \$22,644, Montana was at the bottom of the state rankings, a spot previously held by South Dakota since 1977.

Industry

Of the eleven states in the Dallas/Kansas City Region, only Colorado, Texas and Missouri had one or more of their private sector industries with pay above the national average for that industry. In both Colorado and Texas, a majority of the eight industries fell in this category; while in Missouri, construction was the only industry with a pay level surpassing the national average. (See table 7.)

The mining industry had the highest average pay level in ten of the 11 states in the Dallas/Kansas City Region in 1998. The lone exception was Kansas where wholesale trade was the top paying industry, averaging \$37,530. Among the states where the mining industry had the highest average annual pay, levels ranged from \$64,660 in Texas to \$34,083 in Arkansas.

Reflecting the temporary and part-time nature of a significant portion of its work force, retail trade recorded the lowest pay level in each of the states within the Dallas/Kansas City Region. With the exception of Colorado and Texas, all of the regional states were below the nationwide average of \$16,794.

Services had the second-lowest private industry pay in each of the states in the region except New Mexico, where construction held this position. Pay levels in services ranged from \$19,408 in Wyoming to \$31,480 in Colorado. Services industry averages in 1998 were below that of the nation in all of the states within the region, with the exception of Colorado, where pay growth of 9.3 percent pushed the level well above the national average.

Pay growth in the regional states varied substantially by industry. (See table 7.) Even within an industry, over-the-year percentage increases in pay varied widely across state borders, and no where was this disparity more apparent than in mining. The largest pay growth in the private sector, 14.1 percent, occurred in the mining industry in Missouri, while the smallest pay increase in the region, 0.9 percent, occurred in mining in New Mexico. In addition, mining was the only industry in the region to experience a decline in pay (0.9 percent in Montana) in 1998.

Within the public sector average annual pay for government workers rose in each of the Dallas/Kansas City Region states, ranging from an increase of 2.0 percent in Montana to 4.1 percent in Louisiana. However, government pay remained below the U.S. average of \$32,931 in all eleven states in 1998. The highest level of average annual pay within government was \$32,456 in Colorado, followed by \$29,411 in New Mexico, \$28,779 in Utah, and \$28,653 in Texas.

Technical Note

These data are the product of a federal-state cooperative program known as Covered Employment and Wages, or the ES-202 Program. The data are derived from summaries of employment and total pay of workers covered by unemployment insurance legislation (UI) and provided by State Employment Security Agencies (SESAs). The summaries are a by-product of the administration of state unemployment insurance programs that require most employers to pay quarterly taxes based on the employment and wages of workers covered by UI. Data for 1998 are preliminary and subject to revision. Effective with third quarter 1997 processing, employment and wage totals were generated using new systems in each of the states and at the Bureau of Labor Statistics (BLS). This transition to new systems may result in larger differences between preliminary and final 1997 levels.

Coverage

Employment and wage data for workers covered by state UI laws and for federal civilian workers covered by the Unemployment Compensation for Federal Employees (UCFE) program are compiled from quarterly contribution reports submitted to the SESAs by employers. In addition to the quarterly contribution reports, employers who operate multiple establishments within a state complete a questionnaire, called the "Multiple Worksite Report," which provides detailed information on the location and industry of each of their establishments. Average annual pay data are derived from summaries of employment and wages submitted by states to the Bureau of Labor Statistics.

UI and UCFE coverage is broad and basically comparable from state to state. In 1998, UI and UCFE programs covered workers in 124.2 million jobs. The estimated 119 million workers in these jobs (because they include multiple jobholders) represented 98.4 percent of wage and salary civilian employment. Covered workers received \$3.961 trillion in pay, representing 95.5 percent of the wage and salary component of personal income and 46.5 percent of the gross domestic product.

Major exclusions from UI coverage during 1998 included most agricultural workers on small farms, all members of the Armed Forces, elected officials in most states, most employees of railroads, some domestic workers, most student workers at schools, and employees of certain small nonprofit organizations.

Concepts and methodology

Average annual pay is computed by dividing total annual pay of employees covered by UI programs by the average monthly number of these employees. Included in the annual payroll data are bonuses, the cash value of meals and lodging when supplied, tips and other gratuities, and, in some states, employer contributions to certain deferred compensation plans such as 401(k) plans and stock options. Monthly employment is based on the number of workers who worked during or received pay for the pay period including the 12th of the month. With few exceptions, all employees of covered firms are reported, including production and sales workers, corporation officials, executives, supervisory personnel, and clerical workers. Workers on paid vacations and part-time workers also are included. Percent changes in average annual pay for 1998 were computed using final 1997 data as the base. These final 1997 data may differ from the preliminary 1997 data previously published.

The ratio of full-time to part-time workers as well as the number of individuals in high-paying and low-paying occupations affect average annual pay. When comparing average annual pay levels between industries and/or states, these factors should be taken into consideration. Annual pay data only approximate annual earnings, because an individual may not be employed by the same employer all year or may work for more than one employer. Year-to-year changes in average annual pay can result from a change in the proportion of employment in high- and low- wage jobs, as well as from changes in the level of average annual pay.

In order to insure the highest possible quality of data, State Employment Security Agencies verify with employers and update, if necessary, the industry, location, and ownership classification of all establishments on a 3-year cycle. Changes in establishment classification codes resulting from the verification process are introduced with the data reported for the first quarter of the year. Changes resulting from improved employer reporting are also introduced in the first quarter. For these reasons, some data, especially at more detailed industry levels, may not be strictly comparable with earlier years. In 1997, effective with first-quarter data, improved Department of Defense civilian employment and wages were centrally collected from a new source.

Data in table 7 are presented separately for the private sector and for government. Government data include federal, state, and local establishments. A few covered employers provided insufficient information on the nature of their businesses to assign a specific SIC classification and therefore could not be classified by industry division. The wages for these nonclassifiable establishments, along with data for the agricultural division, are not shown separately, but are included in the averages for state and national totals.

Additional statistics and other information

BLS issues four other regular reports which provide data from state UI and UCFE programs. A news release on average annual pay by state and industry was released in December 1999. Also published from this program is the comprehensive bulletin, *Employment and Wages*, which features information by detailed industry on establishments, employment, and wages for the nation and all states. *Employment and Wages Annual Averages, 1998* is available for sale from the BLS Publications Sales Center, P.O. Box 2145, Chicago, Illinois 60690. The news releases for 1998 employment and average annual pay for metropolitan areas was released in December 1999 and annual pay for large counties was released in January 2000.

This news release is available via the Internet at the BLS Southwest Regional Office World Wide Web site (<http://stats.bls.gov/ro6news.htm>).

Table 1. State¹ average annual pay for 1997 and 1998 and percent change in pay for all covered workers² -- Dallas/Kansas City Region

| State | Average annual pay | | Percent change in pay ⁴ |
|----------------------------------|--------------------|-------------------|------------------------------------|
| | 1997 | 1998 ³ | |
| UNITED STATES ⁵ | \$ 30,353 | \$ 31,908 | 5.1 |
| Arkansas..... | 23,277 | 24,422 | 4.9 |
| Colorado..... | 30,066 | 32,246 | 7.3 |
| Kansas..... | 25,694 | 26,842 | 4.5 |
| Louisiana..... | 25,755 | 26,905 | 4.5 |
| Missouri..... | 27,780 | 28,907 | 4.1 |
| Montana..... | 21,946 | 22,644 | 3.2 |
| New Mexico..... | 24,684 | 25,716 | 4.2 |
| Oklahoma..... | 24,226 | 25,122 | 3.7 |
| Texas..... | 29,699 | 31,512 | 6.1 |
| Utah..... | 25,736 | 26,869 | 4.4 |
| Wyoming..... | 23,866 | 24,747 | 3.7 |

Table 2. States¹ ranked by average annual pay for 1998, 1997 and 1998 pay levels, and percent change in pay for all covered workers² -- Dallas/Kansas City Region

| State | Average annual pay | | Percent change in pay ⁴ |
|----------------------------------|--------------------|-------------------|------------------------------------|
| | 1997 | 1998 ³ | |
| UNITED STATES ⁵ | \$ 30,353 | \$ 31,908 | 5.1 |
| Colorado..... | 30,066 | 32,246 | 7.3 |
| Texas..... | 29,699 | 31,512 | 6.1 |
| Missouri..... | 27,780 | 28,907 | 4.1 |
| Louisiana..... | 25,755 | 26,905 | 4.5 |
| Utah..... | 25,736 | 26,869 | 4.4 |
| Kansas..... | 25,694 | 26,842 | 4.5 |
| New Mexico..... | 24,684 | 25,716 | 4.2 |
| Oklahoma..... | 24,226 | 25,122 | 3.7 |
| Wyoming..... | 23,866 | 24,747 | 3.7 |
| Arkansas..... | 23,277 | 24,422 | 4.9 |
| Montana..... | 21,946 | 22,644 | 3.2 |

Table 3. Historical percent change⁴ in average annual pay for all covered workers², U.S. and Dallas/Kansas City Region states

| State | 1990 | 1991 | 1992 | 1993 | 1994 | 1995 | 1996 | 1997 | 1998 ³ |
|----------------------------------|------|------|------|------|------|------|------|------|-------------------|
| UNITED STATES ⁵ | 4.6 | 4.1 | 5.4 | 1.8 | 2.2 | 3.4 | 3.9 | 4.9 | 5.1 |
| Arkansas..... | 4.5 | 4.4 | 5.8 | 1.1 | 2.8 | 3.3 | 3.3 | 4.4 | 4.9 |
| Colorado..... | 4.4 | 4.7 | 4.4 | 2.6 | 1.8 | 3.7 | 5.2 | 5.4 | 7.3 |
| Kansas..... | 3.9 | 3.8 | 4.7 | 2.0 | 2.1 | 3.5 | 3.8 | 4.4 | 4.5 |
| Louisiana..... | 4.5 | 4.2 | 3.9 | 1.3 | 2.4 | 3.1 | 2.7 | 4.9 | 4.5 |
| Missouri..... | 3.9 | 3.9 | 4.3 | 1.5 | 3.1 | 4.2 | 3.6 | 4.4 | 4.1 |
| Montana..... | 3.9 | 4.2 | 3.9 | 2.9 | 1.4 | 1.5 | 3.1 | 3.8 | 3.2 |
| New Mexico..... | 3.6 | 4.8 | 3.8 | 3.2 | 2.9 | 3.1 | 2.9 | 4.1 | 4.2 |
| Oklahoma..... | 3.9 | 3.4 | 3.5 | 1.4 | 1.3 | 1.7 | 2.9 | 3.8 | 3.7 |
| Texas..... | 4.4 | 4.7 | 5.6 | 1.7 | 1.7 | 3.6 | 4.6 | 5.6 | 6.1 |
| Utah..... | 3.7 | 4.0 | 5.3 | 1.2 | 2.5 | 3.6 | 4.0 | 4.7 | 4.4 |
| Wyoming..... | 4.3 | 2.7 | 3.0 | 2.5 | 1.4 | 1.3 | 2.3 | 4.4 | 3.7 |

¹ Includes the District of Columbia and Puerto Rico.

² Includes workers covered by Unemployment Insurance (UI) and Unemployment Compensation for Federal Employees (UCFE) programs.

³ Data are preliminary.

⁴ Percent changes were computed from unrounded average annual pay data and may differ from those computed using data rounded to the nearest dollar.

⁵ Totals for the United States were calculated using estimated data for New Jersey for the third and fourth quarters in 1998 and do not include data for Puerto Rico.

Table 4. State¹ average annual pay for 1997 and 1998 and percent change in pay for all covered workers²

| State | Average annual pay | | Percent change, 1997-98 ⁴ |
|--|--------------------|-------------------|---|
| | 1997 | 1998 ³ | |
| UNITED STATES⁵ | \$ 30,353 | \$ 31,908 | 5.1 |
| Alabama..... | 26,139 | 27,035 | 3.4 |
| Alaska..... | 33,156 | 33,839 | 2.1 |
| Arizona..... | 27,659 | 29,317 | 6.0 |
| Arkansas..... | 23,277 | 24,422 | 4.9 |
| California..... | 33,525 | 35,349 | 5.4 |
| Colorado..... | 30,066 | 32,246 | 7.3 |
| Connecticut..... | 38,941 | 40,915 | 5.1 |
| Delaware..... | 32,188 | 33,996 | 5.6 |
| District of Columbia..... | 46,761 | 48,727 | 4.2 |
| Florida..... | 26,673 | 28,143 | 5.5 |
| Georgia..... | 29,037 | 30,873 | 6.3 |
| Hawaii..... | 28,357 | 29,029 | 2.4 |
| Idaho..... | 24,062 | 24,866 | 3.3 |
| Illinois..... | 33,024 | 34,704 | 5.1 |
| Indiana..... | 27,635 | 29,107 | 5.3 |
| Iowa..... | 24,803 | 26,035 | 5.0 |
| Kansas..... | 25,694 | 26,842 | 4.5 |
| Kentucky..... | 25,577 | 26,689 | 4.3 |
| Louisiana..... | 25,755 | 26,905 | 4.5 |
| Maine..... | 24,899 | 25,875 | 3.9 |
| Maryland..... | 31,763 | 33,306 | 4.9 |
| Massachusetts..... | 35,716 | 37,787 | 5.8 |
| Michigan..... | 32,780 | 34,542 | 5.4 |
| Minnesota..... | 30,231 | 32,073 | 6.1 |
| Mississippi..... | 22,778 | 23,822 | 4.6 |
| Missouri..... | 27,780 | 28,907 | 4.1 |
| Montana..... | 21,946 | 22,644 | 3.2 |
| Nebraska..... | 24,565 | 25,535 | 3.9 |
| Nevada..... | 28,672 | 30,201 | 5.3 |
| New Hampshire..... | 29,296 | 30,943 | 5.6 |
| New Jersey..... | 37,514 | (6) | (6) |
| New Mexico..... | 24,684 | 25,716 | 4.2 |
| New York..... | 38,543 | 40,678 | 5.5 |
| North Carolina..... | 26,684 | 28,107 | 5.3 |
| North Dakota..... | 22,049 | 22,990 | 4.3 |
| Ohio..... | 29,094 | 30,395 | 4.5 |
| Oklahoma..... | 24,226 | 25,122 | 3.7 |
| Oregon..... | 28,411 | 29,542 | 4.0 |
| Pennsylvania..... | 30,163 | 31,582 | 4.7 |
| Puerto Rico..... | 16,949 | 17,902 | 5.6 |
| Rhode Island..... | 28,662 | 30,148 | 5.2 |
| South Carolina..... | 24,995 | 26,151 | 4.6 |
| South Dakota..... | 21,648 | 22,754 | 5.1 |
| Tennessee..... | 27,248 | 28,457 | 4.4 |
| Texas..... | 29,699 | 31,512 | 6.1 |
| Utah..... | 25,736 | 26,869 | 4.4 |
| Vermont..... | 25,496 | 26,615 | 4.4 |
| Virginia..... | 29,548 | 31,384 | 6.2 |
| Washington..... | 30,769 | 33,076 | 7.5 |
| West Virginia..... | 24,716 | 25,269 | 2.2 |
| Wisconsin..... | 27,337 | 28,542 | 4.4 |
| Wyoming..... | 23,866 | 24,747 | 3.7 |

See footnotes following table 6.

Table 5. States¹ ranked by average annual pay for 1998, 1997 and 1998 pay levels, and percent change in pay for all covered workers²

| State | Average annual pay | | Percent change, 1997-98 ⁴ |
|---------------------------------------|--------------------|-------------------|---|
| | 1997 | 1998 ³ | |
| District of Columbia..... | \$ 46,761 | \$ 48,727 | 4.2 |
| Connecticut..... | 38,941 | 40,915 | 5.1 |
| New York..... | 38,543 | 40,678 | 5.5 |
| Massachusetts..... | 35,716 | 37,787 | 5.8 |
| California..... | 33,525 | 35,349 | 5.4 |
| Illinois..... | 33,024 | 34,704 | 5.1 |
| Michigan..... | 32,780 | 34,542 | 5.4 |
| Delaware..... | 32,188 | 33,996 | 5.6 |
| Alaska..... | 33,156 | 33,839 | 2.1 |
| Maryland..... | 31,763 | 33,306 | 4.9 |
| Washington..... | 30,769 | 33,076 | 7.5 |
| Colorado..... | 30,066 | 32,246 | 7.3 |
| Minnesota..... | 30,231 | 32,073 | 6.1 |
| UNITED STATES⁵..... | 30,353 | 31,908 | 5.1 |
| Pennsylvania..... | 30,163 | 31,582 | 4.7 |
| Texas..... | 29,699 | 31,512 | 6.1 |
| Virginia..... | 29,548 | 31,384 | 6.2 |
| New Hampshire..... | 29,296 | 30,943 | 5.6 |
| Georgia..... | 29,037 | 30,873 | 6.3 |
| Ohio..... | 29,094 | 30,395 | 4.5 |
| Nevada..... | 28,672 | 30,201 | 5.3 |
| Rhode Island..... | 28,662 | 30,148 | 5.2 |
| Oregon..... | 28,411 | 29,542 | 4.0 |
| Arizona..... | 27,659 | 29,317 | 6.0 |
| Indiana..... | 27,635 | 29,107 | 5.3 |
| Hawaii..... | 28,357 | 29,029 | 2.4 |
| Missouri..... | 27,780 | 28,907 | 4.1 |
| Wisconsin..... | 27,337 | 28,542 | 4.4 |
| Tennessee..... | 27,248 | 28,457 | 4.4 |
| Florida..... | 26,673 | 28,143 | 5.5 |
| North Carolina..... | 26,684 | 28,107 | 5.3 |
| Alabama..... | 26,139 | 27,035 | 3.4 |
| Louisiana..... | 25,755 | 26,905 | 4.5 |
| Utah..... | 25,736 | 26,869 | 4.4 |
| Kansas..... | 25,694 | 26,842 | 4.5 |
| Kentucky..... | 25,577 | 26,689 | 4.3 |
| Vermont..... | 25,496 | 26,615 | 4.4 |
| South Carolina..... | 24,995 | 26,151 | 4.6 |
| Iowa..... | 24,803 | 26,035 | 5.0 |
| Maine..... | 24,899 | 25,875 | 3.9 |
| New Mexico..... | 24,684 | 25,716 | 4.2 |
| Nebraska..... | 24,565 | 25,535 | 3.9 |
| West Virginia..... | 24,716 | 25,269 | 2.2 |
| Oklahoma..... | 24,226 | 25,122 | 3.7 |
| Idaho..... | 24,062 | 24,866 | 3.3 |
| Wyoming..... | 23,866 | 24,747 | 3.7 |
| Arkansas..... | 23,277 | 24,422 | 4.9 |
| Mississippi..... | 22,778 | 23,822 | 4.6 |
| North Dakota..... | 22,049 | 22,990 | 4.3 |
| South Dakota..... | 21,648 | 22,754 | 5.1 |
| Montana..... | 21,946 | 22,644 | 3.2 |
| Puerto Rico..... | 16,949 | 17,902 | 5.6 |
| New Jersey..... | 37,514 | (6) | (6) |

See footnotes following table 6.

Table 6. States¹ ranked by 1997 to 1998 growth in annual pay, 1997 and 1998 pay levels and percent change in pay for all covered workers²

| State | Average annual pay | | Percent change, 1997-98 ⁴ |
|---|--------------------|-------------------|---|
| | 1997 | 1998 ³ | |
| Washington..... | \$30,769 | \$33,076 | 7.5 |
| Colorado | 30,066 | 32,246 | 7.3 |
| Georgia..... | 29,037 | 30,873 | 6.3 |
| Virginia..... | 29,548 | 31,384 | 6.2 |
| Minnesota..... | 30,231 | 32,073 | 6.1 |
| Texas | 29,699 | 31,512 | 6.1 |
| Arizona..... | 27,659 | 29,317 | 6.0 |
| Massachusetts..... | 35,716 | 37,787 | 5.8 |
| Delaware..... | 32,188 | 33,996 | 5.6 |
| New Hampshire..... | 29,296 | 30,943 | 5.6 |
| Puerto Rico..... | 16,949 | 17,902 | 5.6 |
| Florida..... | 26,673 | 28,143 | 5.5 |
| New York..... | 38,543 | 40,678 | 5.5 |
| California..... | 33,525 | 35,349 | 5.4 |
| Michigan..... | 32,780 | 34,542 | 5.4 |
| Indiana..... | 27,635 | 29,107 | 5.3 |
| Nevada..... | 28,672 | 30,201 | 5.3 |
| North Carolina..... | 26,684 | 28,107 | 5.3 |
| Rhode Island..... | 28,662 | 30,148 | 5.2 |
| Connecticut..... | 38,941 | 40,915 | 5.1 |
| Illinois..... | 33,024 | 34,704 | 5.1 |
| South Dakota..... | 21,648 | 22,754 | 5.1 |
| UNITED STATES ⁵ | 30,353 | 31,908 | 5.1 |
| Iowa..... | 24,803 | 26,035 | 5.0 |
| Arkansas | 23,277 | 24,422 | 4.9 |
| Maryland..... | 31,763 | 33,306 | 4.9 |
| Pennsylvania..... | 30,163 | 31,582 | 4.7 |
| Mississippi..... | 22,778 | 23,822 | 4.6 |
| South Carolina..... | 24,995 | 26,151 | 4.6 |
| Kansas | 25,694 | 26,842 | 4.5 |
| Louisiana | 25,755 | 26,905 | 4.5 |
| Ohio..... | 29,094 | 30,395 | 4.5 |
| Tennessee..... | 27,248 | 28,457 | 4.4 |
| Utah | 25,736 | 26,869 | 4.4 |
| Vermont..... | 25,496 | 26,615 | 4.4 |
| Wisconsin..... | 27,337 | 28,542 | 4.4 |
| Kentucky..... | 25,577 | 26,689 | 4.3 |
| North Dakota..... | 22,049 | 22,990 | 4.3 |
| District of Columbia..... | 46,761 | 48,727 | 4.2 |
| New Mexico | 24,684 | 25,716 | 4.2 |
| Missouri | 27,780 | 28,907 | 4.1 |
| Oregon..... | 28,411 | 29,542 | 4.0 |
| Maine..... | 24,899 | 25,875 | 3.9 |
| Nebraska..... | 24,565 | 25,535 | 3.9 |
| Oklahoma | 24,226 | 25,122 | 3.7 |
| Wyoming | 23,866 | 24,747 | 3.7 |
| Alabama..... | 26,139 | 27,035 | 3.4 |
| Idaho..... | 24,062 | 24,866 | 3.3 |
| Montana | 21,946 | 22,644 | 3.2 |
| Hawaii..... | 28,357 | 29,029 | 2.4 |
| West Virginia..... | 24,716 | 25,269 | 2.2 |
| Alaska..... | 33,156 | 33,839 | 2.1 |
| New Jersey..... | 37,514 | (6) | (6) |

See footnotes following table 6.

Footnotes for Tables 1-6

¹ Includes the District of Columbia and Puerto Rico.

² Includes workers covered by Unemployment Insurance (UI) and Unemployment Compensation for Federal Employees (UCFE) programs.

³ Data are preliminary.

⁴ Percent changes were computed from unrounded average annual pay data and may differ from those computed using data rounded to the nearest dollar.

⁵ Totals for the United States were calculated using estimated data for New Jersey for the third and fourth quarters in 1998 and do not include data for Puerto Rico.

⁶ New Jersey data for 1998 are not available. Please see text for more information.

Table 7. State and industry average annual pay for 1997 and 1998 and percent change in pay for all covered workers¹ -- Dallas/Kansas City Region

| State and industry | Average annual pay | | Percent change, 1997-98 ⁴ |
|--|--------------------|-------------------|---|
| | 1997 | 1998 ³ | |
| United States ⁵ | | | |
| Private ⁶ | | | |
| Total..... | \$ 30,064 | \$ 31,722 | 5.5 |
| Mining..... | 49,998 | 52,021 | 4.0 |
| Construction..... | 31,744 | 33,346 | 5.0 |
| Manufacturing..... | 38,306 | 40,040 | 4.5 |
| Transportation, communications, and public utilities..... | 37,658 | 39,301 | 4.4 |
| Wholesale trade..... | 39,449 | 41,759 | 5.9 |
| Retail trade..... | 15,878 | 16,794 | 5.8 |
| Finance, insurance, and real estate..... | 44,884 | 48,597 | 8.3 |
| Services..... | 28,466 | 30,011 | 5.4 |
| Government..... | 31,916 | 32,931 | 3.2 |
| Arkansas | | | |
| Private ⁶ | | | |
| Total..... | 22,853 | 24,086 | 5.4 |
| Mining..... | 32,072 | 34,083 | 6.3 |
| Construction..... | 24,133 | 25,388 | 5.2 |
| Manufacturing..... | 26,019 | 27,206 | 4.6 |
| Transportation, communications, and public utilities..... | 31,114 | 32,705 | 5.1 |
| Wholesale trade..... | 29,725 | 31,264 | 5.2 |
| Retail trade..... | 14,611 | 15,849 | 8.5 |
| Finance, insurance, and real estate..... | 29,831 | 32,021 | 7.3 |
| Services..... | 21,528 | 22,451 | 4.3 |
| Government..... | 25,531 | 26,215 | 2.7 |
| Colorado | | | |
| Private ⁶ | | | |
| Total..... | 29,773 | 32,210 | 8.2 |
| Mining..... | 58,173 | 58,883 | 1.2 |
| Construction..... | 31,099 | 33,411 | 7.4 |
| Manufacturing..... | 38,698 | 41,074 | 6.1 |
| Transportation, communications, and public utilities..... | 42,033 | 46,149 | 9.8 |
| Wholesale trade..... | 40,332 | 43,224 | 7.2 |
| Retail trade..... | 16,360 | 17,193 | 5.1 |
| Finance, insurance, and real estate..... | 38,035 | 42,336 | 11.3 |
| Services..... | 28,790 | 31,480 | 9.3 |
| Government..... | 31,688 | 32,456 | 2.4 |
| Kansas | | | |
| Private ⁶ | | | |
| Total..... | 25,810 | 27,021 | 4.7 |
| Mining..... | 31,866 | 33,382 | 4.8 |
| Construction..... | 27,894 | 29,057 | 4.2 |
| Manufacturing..... | 34,311 | 35,422 | 3.2 |
| Transportation, communications, and public utilities..... | 34,280 | 36,066 | 5.2 |
| Wholesale trade..... | 35,236 | 37,530 | 6.5 |
| Retail trade..... | 14,099 | 14,738 | 4.5 |
| Finance, insurance, and real estate..... | 32,127 | 34,294 | 6.7 |
| Services..... | 23,246 | 24,563 | 5.7 |
| Government..... | 25,168 | 25,997 | 3.3 |

Table 7. State and industry average annual pay for 1997 and 1998 and percent change in pay for all covered workers¹ -- Dallas/Kansas City Region (continued)

| State and industry | Average annual pay | | Percent change, 1997-98 ⁴ |
|--|--------------------|-------------------|---|
| | 1997 | 1998 ³ | |
| Louisiana | | | |
| Private ⁶ | | | |
| Total..... | 25,928 | 27,103 | 4.5 |
| Mining..... | 47,966 | 48,698 | 1.5 |
| Construction..... | 27,974 | 30,071 | 7.5 |
| Manufacturing..... | 36,836 | 38,475 | 4.4 |
| Transportation, communications, and public utilities..... | 34,055 | 35,263 | 3.5 |
| Wholesale trade..... | 31,869 | 33,559 | 5.3 |
| Retail trade..... | 13,629 | 14,285 | 4.8 |
| Finance, insurance, and real estate..... | 30,873 | 33,208 | 7.6 |
| Services..... | 23,569 | 24,401 | 3.5 |
| Government..... | 25,019 | 26,053 | 4.1 |
| Missouri | | | |
| Private ⁶ | | | |
| Total..... | 27,779 | 28,993 | 4.4 |
| Mining..... | 38,282 | 43,683 | 14.1 |
| Construction..... | 32,551 | 33,579 | 3.2 |
| Manufacturing..... | 36,608 | 37,215 | 1.7 |
| Transportation, communications, and public utilities..... | 35,333 | 36,952 | 4.6 |
| Wholesale trade..... | 36,244 | 37,953 | 4.7 |
| Retail trade..... | 14,702 | 15,434 | 5.0 |
| Finance, insurance, and real estate..... | 35,635 | 38,365 | 7.7 |
| Services..... | 25,525 | 26,885 | 5.3 |
| Government..... | 27,783 | 28,416 | 2.3 |
| Montana | | | |
| Private ⁶ | | | |
| Total..... | 20,923 | 21,683 | 3.6 |
| Mining..... | 44,165 | 43,750 | -0.9 |
| Construction..... | 27,058 | 27,959 | 3.3 |
| Manufacturing..... | 28,064 | 31,217 | 11.2 |
| Transportation, communications, and public utilities..... | 29,663 | 30,105 | 1.5 |
| Wholesale trade..... | 27,349 | 28,014 | 2.4 |
| Retail trade..... | 12,924 | 13,405 | 3.7 |
| Finance, insurance, and real estate..... | 27,091 | 28,899 | 6.7 |
| Services..... | 19,753 | 20,128 | 1.9 |
| Government..... | 26,128 | 26,652 | 2.0 |
| New Mexico | | | |
| Private ⁶ | | | |
| Total..... | 23,622 | 24,697 | 4.6 |
| Mining..... | 41,520 | 41,888 | 0.9 |
| Construction..... | 24,335 | 25,372 | 4.3 |
| Manufacturing..... | 32,364 | 34,092 | 5.3 |
| Transportation, communications, and public utilities..... | 31,622 | 33,024 | 4.4 |
| Wholesale trade..... | 29,612 | 31,148 | 5.2 |
| Retail trade..... | 14,429 | 15,113 | 4.7 |
| Finance, insurance, and real estate..... | 28,276 | 30,442 | 7.7 |
| Services..... | 24,535 | 25,721 | 4.8 |
| Government..... | 28,482 | 29,411 | 3.3 |

Table 7. State and industry average annual pay for 1997 and 1998 and percent change in pay for all covered workers¹ -- Dallas/Kansas City Region (continued)

| State and industry | Average annual pay | | Percent change, 1997-98 ⁴ |
|--|--------------------|-------------------|---|
| | 1997 | 1998 ³ | |
| Oklahoma | | | |
| Private ⁶ | | | |
| Total..... | 23,920 | 24,871 | 4.0 |
| Mining..... | 43,465 | 44,245 | 1.8 |
| Construction..... | 24,275 | 25,446 | 4.8 |
| Manufacturing..... | 31,362 | 32,673 | 4.2 |
| Transportation, communications, and public utilities..... | 33,667 | 35,004 | 4.0 |
| Wholesale trade..... | 30,146 | 31,737 | 5.3 |
| Retail trade..... | 13,466 | 14,049 | 4.3 |
| Finance, insurance, and real estate..... | 28,875 | 29,990 | 3.9 |
| Services..... | 21,877 | 22,715 | 3.8 |
| Government..... | 25,470 | 26,173 | 2.8 |
| Texas | | | |
| Private ⁶ | | | |
| Total..... | 30,110 | 32,090 | 6.6 |
| Mining..... | 60,668 | 64,660 | 6.6 |
| Construction..... | 29,875 | 31,511 | 5.5 |
| Manufacturing..... | 38,539 | 41,472 | 7.6 |
| Transportation, communications, and public utilities..... | 38,973 | 40,995 | 5.2 |
| Wholesale trade..... | 40,608 | 44,100 | 8.6 |
| Retail trade..... | 16,002 | 16,999 | 6.2 |
| Finance, insurance, and real estate..... | 39,011 | 41,924 | 7.5 |
| Services..... | 28,086 | 29,692 | 5.7 |
| Government..... | 27,712 | 28,653 | 3.4 |
| Utah | | | |
| Private ⁶ | | | |
| Total..... | 25,314 | 26,487 | 4.6 |
| Mining..... | 45,555 | 46,264 | 1.6 |
| Construction..... | 26,414 | 27,201 | 3.0 |
| Manufacturing..... | 31,514 | 32,491 | 3.1 |
| Transportation, communications, and public utilities..... | 33,960 | 34,624 | 2.0 |
| Wholesale trade..... | 33,360 | 35,775 | 7.2 |
| Retail trade..... | 15,130 | 15,781 | 4.3 |
| Finance, insurance, and real estate..... | 31,779 | 34,487 | 8.5 |
| Services..... | 24,166 | 25,555 | 5.7 |
| Government..... | 27,828 | 28,779 | 3.4 |
| Wyoming | | | |
| Private ⁶ | | | |
| Total..... | 23,379 | 24,254 | 3.7 |
| Mining..... | 47,059 | 47,674 | 1.3 |
| Construction..... | 25,522 | 26,853 | 5.2 |
| Manufacturing..... | 30,796 | 32,211 | 4.6 |
| Transportation, communications, and public utilities..... | 33,310 | 34,453 | 3.4 |
| Wholesale trade..... | 29,158 | 30,363 | 4.1 |
| Retail trade..... | 12,896 | 13,784 | 6.9 |
| Finance, insurance, and real estate..... | 28,958 | 29,375 | 1.4 |
| Services..... | 18,709 | 19,408 | 3.7 |
| Government..... | 25,373 | 26,304 | 3.7 |

¹ Includes the District of Columbia and Puerto Rico.

² Includes workers covered by Unemployment Insurance (UI) and Unemployment Compensation for Federal Employees (UCFE programs).

³ Data are preliminary.

⁴ Percent changes were computed from unrounded average annual pay data and may differ from those computed using data rounded to the nearest dollar.